IMPACT OF EMPLOYEE TRAINING AND DEVELOPMENT IN PUBLIC AND PRIVATE HEALTH FACILITIES IN TIGRAY, ETHIOPIA.

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ABSTRACT

Health care services can be provided via public and private providers. Private healthcare is more common and is used to describe medical services that are not covered by the government. Human resources training and development practices are essential for retaining effective professionals in Hospitals that are addressing health workforce challenges and developing the health workforce strategy of a country. The overall objective of this study is the impact of employees training and development among public and private health facilities in Tigray region, Ethiopia. A cross-sectional simple survey involving 379 human resource employees of the public and Private Hospitals found in Tigray regional was carried out from January to March 2019. Participants from each private and public general and primary Hospital were selected using simple random sampling (SRS) and the survey was supplemented by structured questionnaire adopted from literature reviews. The collected data was entered into SPSS Software version 25.0 and was cleaned and analyzed. Descriptive analyses of variance and Binary logistic regression and Cross tabulation with Chi-Square was used. The results were summarized as crude and adjusted odds ratios at 95% confidence intervals. The findings show that there was impact of employee training and development in public and private health facilities in Tigray region, Ethiopia.

KEYWORDS

Development, employee, government, Health care, Health Facility, Health Workers, Hospital, Human Resource Management, impact, private, public, Staff, training,

1. INTRODUCTION

1.1 Background to the Study

Health care services can be provided via Governmental and Nongovernmental providers. Public health can be defined as the science of safeguarding the well-being and improving or restoring the health of communities by using the tools of education,

policy-making and research for disease and injury prevention. Private healthcare is healthcare and medicine provided by entities other than the government. "Private healthcare" is more common and is used to describe medical services that are not possible to accomplish the government. Private health care can be given through “profit making hospitals, self-employed practitioners and not profit making non-government health providers”. (FMOH, 2005).

Inspired health care workers are in the first place to achieve both domestics and international health goals. At the center of each health system, the work force is crucial to advancing health. There should be optimum number and professional mix of human resource for the effective treatment and worth of the intended services (Ozcan S, et.al, 1995). Health services are labor intensive and personal in nature. As funds become accessible from different initiatives like Global Fund against HIV/AIDS, Tuberculosis and Malaria, more obliged low income Countries Initiative and other processes, the ability to suck up them will be constrained without appropriate human resources (Martinez J, Martineau T, 1998).

Training and development engage in recreation an important function in the success of organizations and to the experiences of community in occupation. Training has implications for efficiency, health and safety at job and personal development. All organizations employing people need to train and build up their staff. Most organizations are aware of this prerequisite and invest effort and other resources in training and development. Such investment can take the form of employing specialist training and development staff and paying salaries to staff undergoing training and development. Investment in training and development entails obtained and maintained gap and tools. It also means that set personnel, working in the organization’s major business functions, such as production, protection, sales, promotion and administration support, have to also direct their concentration and effort as of time to time towards sustaining training development and delivery. These earnings they are required to provide less awareness to activities that are clearly more creative in terms of the organization’s main production. However, investment in training and development is generally regarded as good quality management practice to keep up right expertise now and in the future (Jinabhai D. 2005).

The researcher would want to make assesement of the training and development of workers to realize national and global health goals and to bulled the capacity and develop their knowledge's can prompt health workers to put in their best at all times in both public and private Hospitals in Tigray region, Ethiopia

1.2 Statement of the Research Problem

Global economic depression has put major constraints on government budgets recently. The major funding source for healthcare expenditures in most countries and disputes between the proponents of private and public systems has escalated. Further fueled was by the recommendation of International Monetary Fund (IMF), that countries increase the scope of private sector provision in health care as part of loan conditions to reduce government debt. However, critics of the private health sector believe that public healthcare provision is of most benefit to poor people and is the only way to achieve universal and equitable access to health care.

For example, a previous analysis of health worker distribution using facility data from three developing countries acknowledged that the lack of a standardized occupational coding system to identify provider type resulted in difficulties in conducting cross-national comparisons (Amin S, Das J, Goldstein M, 2008).

In Ethiopia, the ratio of health professionals to population is very low and considered among the lowest in the world. The National and Regional figures for doctor-to-population ratio have gotten worse, and health staff is unevenly distributed, with most healthcare professionals clustered in major urban such as Addis Ababa and Dire Dawa (FMOH, 2005). Due to the shortage of healthcare providers such as Nurses and general practitioners (GP), patients often suffer from limited or nonexistent access to specialized care services. In a 2007 ranking by the World Health Organization (WHO), Ethiopia ranked 180 of 190 countries surveyed.

Review of different documents on human resource for health was undertaken. Particular attention was given to documents from Ethiopia. Generally, there is shortage in number of different groups of professionals, mal distribution of professionals between regions, urban and rural setting, and governmental and nongovernmental/private

organizations. There is no policy specific to human resource Management (HRM) for health and no proper mechanism to manage the existing health workforce. A number of measures are being taken to alleviate these problems.

1.4 Objective of the Study

i. General objective:

The general objective of this study is to assess impact of employee training and development in public and private health facilities in Tigray region, Ethiopia.

ii. Specific objectives

- To identify the impact of employee training and development in public and private health facilities.

3. RESEARCH METHODOLOGY

3.1. Research Design

This research work was designed to assess impact of employee training and development in private and public health facilities in Tigray region, Ethiopia. The Research design is used to guide the researcher on methods and procedures used in collecting and analyzing measures of the variables. The research design used in this study is the simple survey approach.

3.2 Population of the Study

The target populations included were all employees working in the private and public Hospitals (General and primary) in Ethiopia. Since public and private health facilities existed in Tigray region, employees of forty-two general and primary hospitals records and all the number of the private and public health facilities in the region (December 2018) were used. Because facilities are responsible for routine working activities in the health care delivery, Employees were considered appropriate as population of the study. Since most of them have had several years of working experiences with the human resource management they were realistic candidates to provide relevant information needed to answer the research question of this study.

All governmental and private general and primary hospital found in the Tigray region was included in the study and three hundred and seventy nine participants were selected randomly to fill structured questioners.

3.2.1 Inclusion criteria

- All staffsin the private and public health facilities who served atleast 6 months before the datacollection time.

3.2.2 Exclusion criteria

- Health extension package worker, all health centers, clinics and private pharmacies was also excluded from the study because it is huge in number but they have small staffed and it is also not proportional with the public health facilities.

3.3 Sample Technique and Size

3.3.1 Sample Technique

For this research work, the simple random sampling (SRS) and Stratified Sampling technique was used; where all the units of analysis in the population that is, everybody in the organization has an equal chance of being chosen. The researcher partitioned the population into groups based on a factor that may influence the variable that is being measured. Using the stratified sampling the researcher partitioned the population into groups (strata), obtain a simple random sample from each group (stratum) and collect data on each sampling unit that was randomly sampled from each group (stratum).

However, two (2) sampling techniques, the simple random sampling (SRS) and Stratified Sampling technique were used because there are obviously times when one sampling method is preferred over the other.

3.3.2 Sample Size

All governmental and private Hospitals were assessed

3.4 Instruments of Data Collection

Data were collected using self-administer structured questionnaire. The study population was inviting participants to participate voluntarily by explaining the rational of the study at the time of data collection. Trained data collectors were used to distribute questioners for the employees during their tea or lunch breaks and at the beginning or end of work hours. Written guideline was give to the administrators of the questionnaire

to ensure that each employee receives the same direction and information and the study was utilized both in qualitative and quantitative data collection methods. Primary data were obtained using questionnaires as well as interviews. Secondary data was sourced from Textbooks, journals, manuals, national guidelines etc.

3.6 Anticipated Limitations to the Study

The businesses being privately owned, employees tend to have limited zeal to participate in the research. Due to such an attitude, it may be cumbersome to locate some employees and convince them to give extra time to provide some information for the study. However, the researcher was fixed as many appointments as he can in order to get the required information from these respondents.

4. DATA ANALYSIS

4.1Introduction

The study tried to assess the impact of employee training and development in all general and primary hospitals of Public and private health facility in the seven zones of Tigray Regional State, Ethiopia. For this study, 379 questionnaires were distributed to the employees currently working in 42 public and private general and primary hospitals in the region to assess human resource management. All distributed questionnaires were filled up and returned with response rate of 100%.

Data was cleaned, edited, coded after it was entered into Epi Info version 3.4.3 and exported to SPSS version 25. Using SPSS version 25, descriptive statistics were used to determine indices. Factor analysis was done to identify factors that explained most of the variance observed in the population with regard to each scale. The analysis of variance to comparing of responses from public and private hospital respondents and multiple linear regressions for identifying determinants of employee satisfaction and management at public and private hospitals, were done. A significance level of 0.05 was used in all cases.

4.2. Training and Development

Training and Development are necessary practices of HRM in organization improving the quality of work of employees at all levels. Kundu (2000) stressed that companies

should invest heavily in training the workforce for implementation of customer focused strategy. A good system of training starts with the identification of training need assessment.

Table: 4.2.1 Section □ A Training and Development

Variables	S. Agree	Percent	Agree	Percent	Not Sure	Percent	S.Disagree	Percent	Disagree	Percent	Total (%)
carries out on job training for every new employee to give them appropriate knowledge	26	6.9	99	26.1	49	12.9	100	26.4	105	27.7	100
Different sessions of training are carried by experienced trainers to organizational employees	25	6.6	101	26.6	71	18.7	88	23.2	94	24.8	100
organization gives continuous on job training for all employees	26	6.9	83	21.9	53	14.0	94	24.8	123	32.5	100
organization Off job training prepares employees for capacity building	33	8.7	100	26.4	60	15.8	83	21.9	103	27.2	100
Trainings are carried out in focus group discussion and simulations to ensure focused training	24	6.3	69	18.2	62	16.4	107	28.2	117	30.9	100
Training objectives are usually identified and followed	26	6.9	108	28.5	69	18.2	82	21.6	94	24.8	100
The training programs are designed to fill performance gaps	31	8.2	143	37.7	64	16.9	59	15.6	82	21.6	100
There are formal training programs to teach new employees the skills they need to perform their jobs	16	4.2	81	21.4	52	13.7	114	30.1	116	30.6	100
Training needs identified are realistic, useful and based on the service strategy of the organization	20	5.3	122	32.2	79	20.8	71	18.7	87	23.0	100
organization there is equal access to training employees	23	6.1	89	23.5	57	15.0	126	33.2	84	22.2	100

Selection for training is based on a proper need assessment	22	5.8	91	24.0	74	19.5	105	27.7	87	23.0	100
methods used during training have any impact on your skill	70	18.5	175	46.2	40	10.6	41	10.8	53	14.0	100
All you received were the trainings is relevant to your work	64	16.9	179	47.2	42	11.1	49	12.9	45	11.9	100
training has helped improve your job performance	97	25.6	164	43.3	40	10.6	42	11.1	36	9.5	100

Source: Own computation (2019)

a). Carry job training for every new employee to give them appropriate knowledge of the job.

The findings in table 4.2. 1 revealed that 26 and 99 employees 33% proved that it carries out job training for every new employee to give them appropriate knowledge, whereas the majority 205 (54.1%) employees disagree that the organization does do that, while 49 (12.9%) respondents are not sure.

b). Different sessions of training are carried by experienced trainers to organizational employees. As it can be seen in the above table 4.1, 126 employees agreed that different sessions of training are carried by experienced trainers to organizational employees. There was 33.2% respondents responded agree, whereas, the majority 182 employees disagree while (48%) respondent and 71(18.7%) employee's respondents have no idea.

The researcher identified that the employees need to be trained and the management should give due attention for training its employees. Furthermore, an organization needs to assess its people skills training needs by variety of methods and then structure the way that the training and development is to be delivered. Managers and supervisors play a key role in helping this process being with HRM department.

c) Organization gives continuous job training for all employees

As shown in table 4.2.1, the Organization gives continuous job training for all employees. Respondents argued that 109 (28.8%) respondents agree and the 53(14%) were not sure whether the Organization gives continuous job training for all employees or not, whereas most of the respondents 217 (57.2%) responded disagree with the Organization gives continuous job training for all employees.

d) Organization Off job training prepares employees for capacity building

The findings in table1, Organization Off job training prepares employees for capacity building revealed that133 (35.1%) employees responded agree and 60(15.8%) not sure with the Organization give off job training while (49.1%) of employees disagreed that the Organization Off job training prepares employees for capacity building.

e) Trainings are carried out in focus group discussion and simulations to ensure focused training

As shown in table 4.2.1, the Trainings are carried out in focus group discussion and simulations to ensure focused training employees. Thus, 93 (24.5%) responded agree and 62(16.4%) respondents are not sure whereas the majority of the respondents 224 which is (59.1%) responded with disagree.

f) Training objectives are usually identified and followed

The ability of Training objectives are usually identified and followed in the private and public health organization. As shown in table 4.1, from the respondent 134 (35.4%) respondents agreed and 69(18.2%) were not sure, while the rest majority of the respondents 176, which is (46.4%), of the respondents express their disagreement.

g) The training programs are designed to fill performance gaps

In the findings in table4.1,the training programs are designed to fill performance gaps revealed that174 (45.9%) which is around half of the employees respondents agree and 64(16.9%) respondents are not sure the training programs are designed to fill performance gaps, whereas 141(37.2%) respondents disagree that the organization training programs are designed to fill performance gaps

h) There are formal training programs to teach new employees the skills they need to perform their jobs

As shown in table 4.2. 1, there are formal training programs to teach new employees the skills they need to perform their jobs. Respondents argued that 97(25.6%) respondents agree and the 52(13.7%) were not sure whether the Organization have formal training programs to teach new employees the skills they need to perform their jobs or not, whereas most of the respondents 230 (76.7%) disagree with the above.

i) Training needs identified realistic, useful and based service strategy of the organization

The findings in table 4.2.1,Training needs identified realistic, useful and based on the service strategy of the organization revealed that142 (37.5%) employees respondents agree and 97(20.8%) respondents responded not sure, whereas the around half of the respondent 158(41.7%) respondents disagreed that the Training needs identified realistic, useful and based on the service strategy of the organization.

j) Organization has equal access to training employees

The ability of private and public health Organization there is equal access to training employees

As shown in table 4.2.1, less than half 111 (29.6%) respondents agree and 57 (15%) of the respondents were not sure, whereas the majority of 210 (55.4%) respondents show their disagreement.

k) Selection for training is based on a proper need assessment

According to private and public health facilities employees' suggestion, the Selection for training is based on a proper need assessment in the organization; 113(29.8%) respondents argued that they agreed and 74(19.5%) employees do not have knowledge, whereas, around half of 192(50.7%) employees disagree. They believe the organization does not follow the right process to select for training.

l) Methods used during training have impact on your skill

As shown in table 4.2.1 above, although the organization provides training, it is considered to be used during training and have an impact on their skill. It was agreed 24 (64.7%) most of the respondents agreed and few 40(10.6%) respondents are not sure, whereas the small 94(24.8%) respondents disagreed.

N) All you received in the trainings is relevant to your work

Similarly, table 4.2.1 also depicted that the respondents' opinion concerning all the trainings received by the employees is relevant to work, the result revealed that more than half of the respondents 24364.1%) agreed and 42(11.1%) were not sure of this idea, whereas around one third 94(24.8%) respondents disagree.

m) Training has helped improve job performance

The findings in table 4.2.1 shows that training has helped improve job performance. The result identified that the majority 261(68.9%) respondents agreed and 40(10.6%) are not sure, whereas 78(20.6%) respondents disagree.

4.2 Cross tabulation With Chi-Square Data Analysis to measure Relationship between the Facility type and Variables.

After examining the distribution of each of the variables, this is the next task of to look for relationships among two or more of the variables. Chi square or Pearson's chi-square test is any statistical hypothesis, which is used to determine whether there is a significant difference between expected frequencies and the observed frequencies in one or more category. An important consideration when cross tabulating the findings of the study is

Table: 4.2.2 Section B :- Training and Development

Variables (Cross tabulation)	Facility Type	Agree	Disagree	Not sure	Strongly agree	Strongly disagree	Total	Pearson Chi-Square Value	Degree of freedom	P-Value	95%Confdence interval		Interpretation
											Lower Bound	Upper Bound	
Facility Type Governmental and Private Verses carries out on job training for every new employee to give them appropriate knowledge	Governmental Count and percent	82	96	39	17	97	331	22.58	4	.000	.000	.000	There is very strong evidence of a relationship between the facility type and carries out on job training for every new employee to give them appropriate knowledge
		24.8%	29.0%	11.8%	5.1%	29.3%	100%						
	Private Count and percent	15	10	10	9	4	48						
		31.3%	20.8%	20.8%	18.8%	8.3%	100%						
Facility Type Governmental and Private Verses Different sessions of training are carried by experienced trainers to organizational employees	Governmental Count and percent	76	90	63	17	85	331	29.63	4	.000	.000	.000	There is very strong evidence of a relationship between the facility type and Different sessions of training are carried by experienced trainers to organizational employees
		23.0%	27.2%	19.0%	5.1%	25.7%	100%						
	Private Count and percent	23	7	8	8	2	48						
		47.9%	14.6%	16.7%	16.7%	4.2%	100%						
Facility Type Governmental and Private) Verses	Governmental Count and	153	34	41	56	47	331	4.35	4	.361	.373	.364	There is no evidence of a relationship between the facility type and relevancy
		46.2%	10.3%	12.4%	16.9%	14.2%	100%						

organization gives continuous on job training for all employees	percent												of trainings with work
	Private Count and percent	24	12	2	8	2	48						
		50%	25.0 %	4.2%	16.7 %	4.2%	100 %						
Facility Type (Governmental and Private) Verses organization Off job training prepares employees for capacity building	Governmental (Count and percent	115	69	74	22	51	331	13.38	4	0.01	0.08	0.012	There is very strong evidence of a relationship between the facility type and relevancy of trainings with work
		34.7 %	20.8 %	22.4 %	6.6%	15.4 %	100 %						
	Private Count and Percent	13	14	14	3	4	48						
		27.1 %	29.2 %	29.2 %	6.3%	8.3%	100 %						

Source: Own computation (2019)

Table 4.2.3

Variables (Cross tabulation)	Facility Type	Agree	disagree	Not sure	Strongly agree	Strongly disagree	Total	Pearson Chi-Square Value	Degree of freedom	P-Value	95%Confidence Interval		Interpretation
											Lower Bound	Upper Bound	
Facility Type Governmental and Private Verses Trainings are carried out in focus group discussion and simulations to ensure focused training	Governmental Count and percent	54	108	53	17	99	331	12.07	4	.017	.018	.016	There is slightly evidence of a relationship between the facility type and relevancy of trainings with work
		16.3%	32.6 %	16.0 %	5.1 %	29.9 %	100 %						
	Private Count and percent	13	13	10	6	6	48						
		27.1%	27.1 %	20.8 %	12.5 %	12.5 %	100 %						
Facility Type Governmental and Private Verses Training objectives are usually identified and followed	Governmental Count and percent	90	85	61	17	78	331	15.15	4	.004	.004	.003	There is very strong evidence of relationship between the facility type and Training objectives are usually identified and followed
		27.2%	25.7 %	18.4 %	5.1 %	23.6 %	100 %						
	Private Count and percent	16	11	10	8	3	48						
		33.3%	22.9 %	20.8 %	16.7 %	6.3%	100 %						
Facility Type (Governmental and Private)	Governmental Count and	119	74	57	24	57	331	7.55	4	.110	.110	.104	There is no evidence of a relationship between the facility
		36.0%	22.4 %	17.2 %	7.3	17.2 %	100 %						

Verses The training programs are designed to fill performance gaps	percent				%								type and The training programs are designed to fill performance gaps
	Private Count and Percent	24	10	7	5	2	48						
		50.0%	20.8 %	14.6 %	10.4 %	4.2%	100 %						
Facility Type Governmental and Private Verses There are formal training programs to teach new employees the skills they need to perform their jobs	Governmental Count and percent	69	103	44	10	105	331	15.97	4	.003	.004	.003	There is very strong evidence of a relationship between the facility type and There are formal training programs to teach new employees the skills they need to perform their jobs
		20.8%	*31.1 %*	13.3 %	3.0 %	31. 7%	100 %						
	Private Count and percent	11	*15*	10	6	6	48						
		22.9%	31.3 %	20.8 %	12.5 %	12.5 %	100 %						

Source: Own computation (2019)

Table 4.2.4

Variables (Cross tabulation)	Facility Type	Agree	Disagree	Not sure	Strongly agree	Strongly disagree	Total	Pearson Chi-Square Value	Degree of freedom	P-Value	95%Confidence Interval		Interpretation
											Lower Bound	Upper Bound	
Facility Type Governmental and Private Verses Training needs identified are realistic, useful and based on the service strategy of organization	Governmental Count and percent	99	79	67	16	70	331	12.79	4	.012	.014	.012	There is slightly evidence of relationship between the facility type and Training needs identified a rerealistic, useful and based on the organization
		29.9%	23.9%	20.2 %	4.8%	21.1 %	100 %						
	Private Count and percent	19	9	12	6	2	48						
		39.6%	18.8%	25.0 %	12.5%	4.2%	100 %						
Facility Type Governmental and Private Verses organization there is equal access to training employees	Governmental Count and percent	68	70	51	15	127	331	33.82	4	.000	.000	.000	There is very strong evidence of a relationship between the facility type and organization there is equal access to training
		20.5%	21.1%	15.4 %	4.5%	38.4 %	100 %						
	Private Count and Percent	19	13	7	8	1	48						
		39.6%	27.1%	14.6 %	16.7%	2.1%	100 %						

													employees
Facility Type Governmental and Private Verses methods used during training have any impact on your skill	Governmental Count and percent	19	43	37	61	41	331	4.73	4	.36	.33	.317	There is no evidence of a relationship between the facility type and methods used during training have any impact on your skill
		45.0%	13.0%	11.2%	18.4%	12.4%	100%						
	PrivatCount and percent	23	10	4	9	2	48						
		47.9%	20.%	8.3%	18.8%	42%	100%						
Facility Type Governmental and Private Verses All you received were the trainings is relevant to your work	Governmental Count and percent	153	34	41	56	47	331	13.38	4	.010	.011	.009	There is slightly evidence of a relationship between the facility type and All you received were the trainings is relevant to your work
		46.%	10.3%	12.4%	16.9%	14.2%	100%						
	Private Count and percent	24	12	2	8	2	48						
		50.0%	25.0%	4.2%	16.7%	4.2%	100%						
Facility Type Governmental and Private Verses training has helped improve your job performance	Governmental Count and percent	143	28	36	84	40	331	5.95	4	.203	.208	.200	There is no evidence of a relationship between the facility type and training has helped improve your job performance
		43.2%	8.5%	10.9%	25.4%	12.1%	100%						
	Private Count and percent	20	9	3	12	4	48						
		41.7%	18.8%	6.3%	25.0%	8.3%	100%						

Source: Own computation (2019)

4.3 Discussion of Findings

4.3.1 Discussion on Variables associated with facility type

- Section B :- Training and Development

The finding in table 4.2.2 revealed that it carries out job training for every new employee to give them appropriate knowledge and different sessions of training are carried by experienced trainers to organizational employees was statically associated (P= 0. 000 (95% confidence interval)), There is very strong evidence of a relationship between the facility type and carrying out job training for every new employee to give them

appropriate knowledge. Different sessions of training are carried by experienced trainers to organizational employees in the training and development of the employee.

The book entitled with 'On-The-Job Training of New Hires describe' that on job training is more effective for both the facilities and to the employee also. In this research identified that giving on job training by skilled professionals to employee activity is not similar in private and public facilities (Bishop, J. H. (1991).

Variables asked about off job training prepares for capacity building with in facility types, there is very strong evidence of a relationship between the facility types and off job training preparing for capacity building(P=0.01: 95% confidence interval). This means there is a difference on off job training preparation activities in public and private health institutions.

There was no difference between the organizations given continuous on job training, between public and private health facilities. This means there was no significance in between the facilities.

Table 4.2.3

The finding in table 4.2.3 revealed that Trainings are carried out in focus group discussion and simulations to ensure focused training was statically associated (P= 0.017(95% confidence interval)), There is very strong evidence of a relationship between the facility type and Trainings are carried out in focus group discussion. This shows that there is difference during Trainings carried out in focus group discussion and simulations to ensure focused training.

When we compare if the Training objectives are usually identified and followed with in facility types, there is very strong evidence of a relationship between the facility types and Training objectives(P=0.004: 95% confidence interval). This means there is a difference of Training objectives activities in public and private health institutions.

The Variable asked whether facilities have formal training programs to teach new employees the skills they need to perform their jobs, was statically associated (P= 0. 003 (95% confidence interval)), There is very strong evidence of a relationship between the facility type and formal training programs to teach new employees the skills they need to perform their jobs. This shows that there is the difference during formal training programs to teach new employees the skills they need to perform their job.

There was difference in the training programs that are designed to fill performance gaps that favors employee's career future between public and private health facilities

Table 4.2.4

The finding in table 4.2.4 revealed that Training needs identified are realistic, useful and based on the service strategy of organization was statically associated (P= 0.012 (95% confidence interval)), There is very strong evidence of a relationship between the facility type and Training needs identified are based on the service strategy. This shows that there is the difference during Training needs identified are based on the service strategy between public and private health facilities.

When we compare if the organization has equal access to training employees within facility types, there is very strong evidence of a relationship between the facility types and equal access to training employees in the organization (P=0.000: 95% confidence interval). This means there is a difference of access to training employees who engaged the activities in public and private health institutions.

The study compares if all the trainings you received relevant to your work within facility types; there is very strong evidence of a relationship between the facility types and the trainings is relevant to their work (P=0.010: 95% confidence interval). This means there is differences of access of training which is relevant to work that engage the activities in public and private health institutions.

There was no difference in the methods used during training. Impact on the skill and training has helped improve for job performance that favors employee's career future between public and private health facilities.

5. CONCLUSION

5.1 Conclusion

This study is conducted for the impact of employee training and development in private and public health facilities. It encompasses training and development of the human resource practice. In Training and Development, the activities that show difference from the public and private facilities are; provision of on job training for capacity building by experienced trainers for existed organizational or every new employees.

The educational level between public and private health facilities also tested in this research showed that private health institutions employee educational level is higher than the public health facilities. When we saw the salary satisfaction, employees in private facilities were highly satisfied than the public health facility and similarly employees in private health facilities were satisfied more on their jobs.

5.2 Recommendation

Overall, this research showed that there is a difference in human resource activities like training and development of human resource practice.

The national human resources standard was set for better health care provision in both public and private health facilities but the output of this research showed that there is a big gap between national human resource standard and real set up so due to such reasons I recommended the following points.

- There should be an equilibrium human resource combination and professionals competency between public and private health facilities
- Employees capacity building training should be similar in both types of health facilities
- Further research should be conducted to strengthen the findings of this research

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